

A Study on Employee Job Satisfaction with Reference to Kakunje Plastipacks Pvt. Ltd., Manjeshwar

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Article Info.

E-ISSN: 2583-6528

Impact Factor (SJIF): 5.231

Peer Reviewed Journal

Available online:

www.alladvancejournal.com

Received: 29/Jan/2024

Accepted: 20/Febr/2024

Abstract

Job satisfaction refers to one's feelings towards one's job. If the employee's expectations are fulfilled, the employees get higher than what he/she feels satisfied. If the job satisfaction increases organization commitment will increase. This results in the higher productivity. The main objectives of this paper are to assess the job satisfaction: to identify the effectiveness of job satisfaction and to find out the several factors like personal and organizational factors influencing job satisfaction: to identify the effectiveness of job satisfaction: to know the causes for the job dissatisfaction: to analyze the employee satisfaction on the welfare facilities and job security provided by the organization and to find out the several factors like personal and organizational factors influencing job satisfaction of employees. In this study, 30 no's of respondents have been taken as sample. The information is collected from Primary as well as Secondary data. The study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization. This study clearly shows that employees under organization are more or less satisfied with the job. The organization should consider on the salary, relationship of employees and supervisors, grievance handling and give more opportunity for the new employees.

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Keywords: Job Satisfaction, Job Security, Amenities to the employees.

Introduction

Human Resource Management is considered to be the most valuable asset in any organisation. It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise of executives, supervisors, and the rank and file employees. It may be noted here that human resources should be utilized to the maximum possible extent, in order to achieve individual and organisational goals. It is thus the employee's performance which ultimately decides and attainment of goals. However, the employee performance is to a large extent, influenced by motivation and job satisfaction. People join organisations with certain motives like security of income and job, better prospects in future, and satisfaction of social and psychological needs. Every person has different sets of needs at different times. It is the responsibility of management to recognise this basic fact and provide appropriate opportunities and environment to people at work to satisfy their needs.

Objectives of the Study

1. To determine the level of job satisfaction of employees in the organisation.
2. To analyse the employee satisfaction on the welfare facilities and job security provided by the organisation.
3. To know about the factors that have influenced on the job satisfaction.
4. To know the causes for the job dissatisfaction.

Research Methodology

The information is collected from Primary as well as Secondary data.

Sample Method

A structured closed ended question was distributed among 30 employees in order to meet the objectives of the study.

Scope of the Study

The scope of the study is mainly to highlight, understand,

identify and analyze the impact and influence of job satisfaction among the employees of Kakunje Plastipacks Pvt. Ltd., Manjeshwar.

Meaning of Job Satisfaction

Job satisfaction can be defined as extent of positive feelings or attitudes that individuals have towards their jobs. When a person says that he has high job satisfaction, it means that he really likes his job, feels good about it and values his job dignity.

Importance of Job Satisfaction

1. Job satisfaction has some relationship with the mental health of the people.
2. Job satisfaction has some degree of positive correlation with physical health of individuals
3. Spread goodwill about the organization. Individuals can live with the organization
4. Reduces absenteeism and turnover

Kakunje Plastipacks Private Limited is a Private Company incorporated on 19 March 2004 under Company's Act 1956. The company ushering a new paradigm of quality excellence in various markets throughout India and reputed manufacturer based in Kerala, India. It is classified as Indian Non-Government Company. Its authorized share capital is Rs. 1,00,00,000 and its paid up capital is Rs. 1,00,00,000. The expected turnover of the company for the year 2022-23 is Rs. 9.60 crores. It is involved in Manufacture of plastic products. The company's professional expertise of more than 20 years enables us in addressing various needs of our customers to perfection, with low turnaround time and within budgetary constraints. The company is empowered with a streamlined infrastructure facility, uncompromising quality management system, efficient delivery module and an excellent team of astute technocrats & business-oriented professionals who assist them in maintaining its business agility at every level of operations. Owing to its track record of offering end-to-end solutions to clients at the most competitive of rates, today the company is counted as one of the most conscientious and creditworthy market players throughout the nation.

Market Reach

Company procures raw materials in bulk from Haldia Petrochemicals Ltd, West Bengal, Reliance Industries Ltd, Gujarat and Gas Authority of India Ltd (GAIL), Pata, Uttar Pradesh. The payment for raw material should be made in advance and there is no credit allowed to them. But the company has to sell their manufactured products on credit basis as they receive order in advance. The products are sold directly to the parties in their own vehicle. The company receive payment through banks only after 15-20 days of delivery. Thus they have to bear high bank interest. Kerala is the main market for sale of plastic bags that is from Manjeshwar to Thiruvananthapuram.

The company carves a distinctive mark in the Indian manufacturing segment by developing and designing a comprehensive variety of Plastic Sheets, HMHDPE Films & Liners, HMHDPE Bags, HMHDPE T-Shirt/Banian Bags, HMHDPE Gusseted Lay Flat Bags, Gusseted Tubing, Garbage Bags, Laundry Bags, Grocery Bags, Pick up Bags, LDPE & LLDPE Films & Liners, LDPE & LLDPE Bags and much more.

KAKUNJE produces Plastic Banian Bag, Garbage bag, Banian Bags, Grocery bag.

Analysis and Interpretation

Table No. 1: Showing Distribution of Respondents by Age

S. No.	Age Group	Number of respondents	Percentage
1.	Below 20 years	3	10
2.	20-30 years	17	57
3.	30-40 years	5	17
4.	40-50 years	4	13
5.	Above 50 years	1	3
	TOTAL	30	100

1. Distribution of Respondents by Age

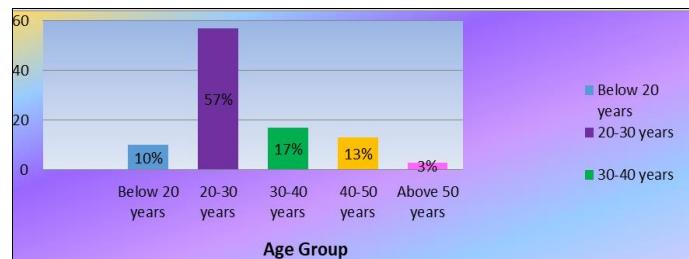


Fig 1: Age Group

Interpretation

The above chart shows that, 3 (10%) respondents belong to the age group of below 20 years, 17 (57%) belong to the age group of 20-30 years, 5 (17%) belong to the age group of 30-40 years, 4 (13%) belong to the age group of 40-50 and 1 (3%) belongs to the age group of above 50 years.

The above analysis indicates that, majority of the employees in an organization belong to the age group of 20-30 years. It shows that majority of the respondents are young age group.

Table 2: Showing Satisfaction of Respondents towards job

S. No.	Response	Number of respondents	Percentage
1.	Highly satisfied	5	17
2.	Satisfied	23	77
3.	Dissatisfied	1	3
4.	Highly Dissatisfied	1	3
	Total	30	100

2. Satisfaction of Respondents Towards Job

An attempt is made to know the level of satisfaction of Respondents towards job.

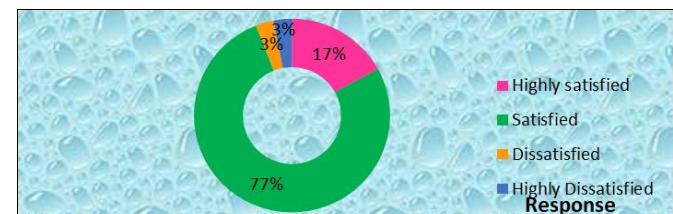


Fig 2: Response

Interpretation

The above chart shows that, 5 (17%) respondents are highly satisfied with their job, 23 (77%) respondents are satisfied with their job, 1 (3%) respondent are dissatisfied with their job and remaining 1 (3%) respondent are highly dissatisfied with their job.

The above analysis indicates that, majority (77%) of employees are satisfied with their job.

Table 3: Happiness of Respondents with the working hours

S. No.	Happiness	Number of respondents	Percentage
1.	Very Happy	7	23
2.	Happy	20	67
3.	Unhappy	1	3
4.	Not sure	2	7
	Total	30	100

3. Happiness of Respondents with the Working Hours

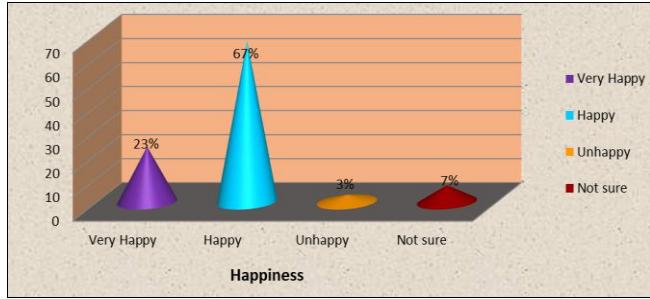


Fig 3: Happiness

Interpretation

The above chart shows that, 7 (23%) respondents are very happy with the working hours, 20 (67%) respondents are happy with the working hours, 1 (3%) respondent are unhappy with the working hours and 2 (7%) respondents are not sure regarding the working hours.

The above analysis indicates that, majority (67%) of the employees are happy with the working hours. It shows that employees are familiar with their present working hours and they do not require any changes in working hours.

Table 4: Respondent relationship with co- workers

S. No.	Relationship	Number of respondents	Percentage
1.	Friendly	20	67
2.	Normal	10	33
3.	Worst	0	0
	Total	30	100

4. Relationship with Co-workers.

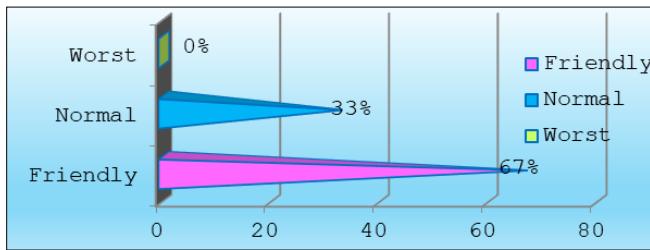


Fig 4: Relationship

Interpretation

The above Table shows that, 20 (67%) respondents are friendly with co-workers, 10 (33%) respondents are having normal relationship with co-workers and no respondent having worst relationship with co-workers.

The above analysis indicates that, majority (67%) of employees are having friendly relationship with co-workers. It states that employees have maintained familiar relationship with each other.

Table 5: Response regarding entertainment programs conducted by management

S. No.	Response	Number of respondents	Percentage
1.	Yes	0	0
2.	No	30	100
	Total	30	100

5. Response Regarding Entertainment Programmes Conducted by Management

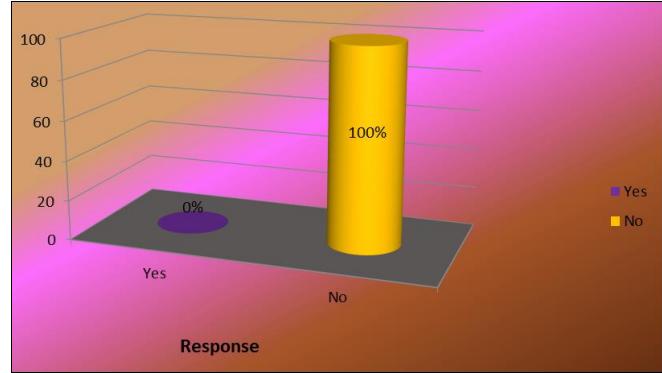


Fig 5: Response

Interpretation

The above survey reveals that 30 (100%) respondents say the management is not conducting entertainment programmes to employees. As per the above analysis it is clear that the management is not conducting entertainment programmes to employees.

Table 6: Opinion regarding first aid facilities

S. No.	Opinion	Number of respondents	Percentage
1.	Highly satisfied	2	7
2.	Satisfactory	24	80
3.	Dissatisfactory	4	13
	TOTAL	30	100

6. Opinion Regarding First Aid Facilities

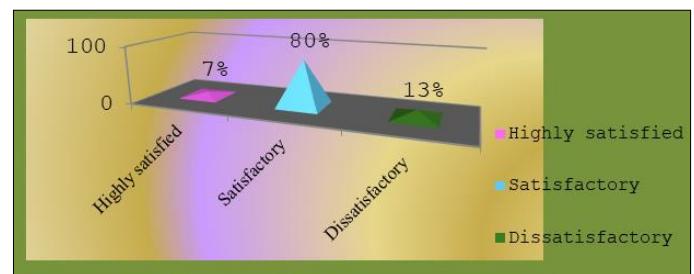


Fig 6: Opinion

Interpretation

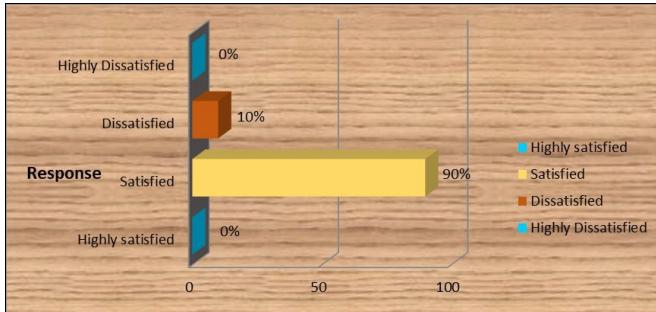
The above Table shows that, 2 (7%) respondents are highly satisfied with the first aid facility provided by the company, 24 (80%) respondents are satisfied with the first aid facility provided by the company 4 (13%) respondents are dissatisfied with the first aid facility provided by the company. It is clear from the above analysis majority of the employees are satisfied with the first aid facility of the company.

It is clear from the above analysis, majority of the respondents are not provided training assistance to raise the level of job satisfaction.

Table 7: Satisfaction regarding the pay scales

S. No.	Response	Number of respondents	Percentage
1.	Highly satisfied	0	0
2.	Satisfied	27	90
3.	Dissatisfied	3	10
4.	Highly Dissatisfied	0	0
	Total	30	100

7. Satisfaction Regarding the Pay Scales

**Fig 7:** Response

Interpretation

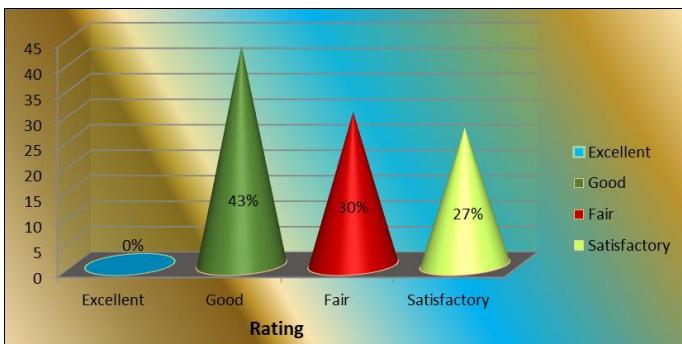
The above chart and chart shows that, 27 (90%) respondents are satisfied with the pay scale, 3(10%) respondents are dissatisfied with the pay scale, neither respondent are highly satisfied nor highly dissatisfied with the pay scale offered to them.

Salary is very important factor for which an employee is working for, thus an employee should be provided with a good salary. In the above analysis it is very clear that majority of the respondents are satisfied with the salary given to them.

Table No. 8: Rating Job Security in the Company

S. No.	Rating	Number of respondents	Percentage
1.	Excellent	0	0
2.	Good	13	43
3.	Fair	9	30
4.	Satisfactory	8	27
	Total	30	100

8. Rating Job Security in the Company

**Fig 8:** Rating

Interpretation

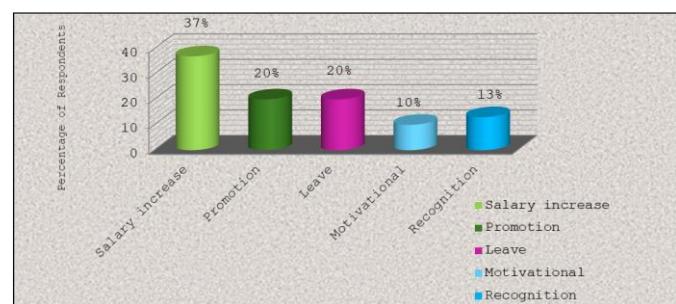
The above chart and chart reveals that, no respondent rate excellent for security provided in their job, 13 (43%) respondent rated good, 9 (30%) respondent rated fair and 8 (27%) respondent rated satisfactory for security provided in their job.

From the above analysis it is clear that the respondents are happy about the job security provided to them.

Table 9: Factors Which Motivates the Respondents

S. No.	Factors	Number of respondents	Percentage
1.	Salary increase	11	37
2.	Promotion	6	20
3.	Leave	6	20
4.	Motivational	3	10
5.	Recognition	4	13
	Total	30	100

9. Factors Which Motivates the Respondents

**Fig 9:** Factors

Interpretation

The above Table shows that, 11 (37%) respondents are motivated by salary increase 6 (20%) respondents are motivated by having promotion, 6 (20%) respondents are motivated by leave policy, 3 (10%) respondents are motivated by motivational factor and 4 (13%) respondents are motivated by having recognition.

The above chart indicates that, 1 (3%) respondents are highly satisfied with the responsibility assigned to them, 27 (90%) respondents are satisfied with the responsibility assigned to them, 2 (7%) respondents are dissatisfied with the responsibility assigned to them and no (%) respondents are highly dissatisfied with the responsibility assigned to them.

It can be clearly understood from the above analysis majority of employees are satisfied with from the above analysis it is clear that majority of the respondents rated good for the increment provided by the company.

Table 4: Rating Overall Satisfaction with Job

S. No.	Rating	Number of Respondents	Percentage
1.	1	1	3
2.	2	9	30
3.	3	10	33
4.	4	8	27
5.	5	2	7
	Total	30	100

9. Rating Overall Satisfaction with Job



Fig 10: Rating

Interpretation

Above table shows that, 1 (3%) respondent rated lowest of 1 for the overall job satisfaction, 9 (30%) respondents rated 2 for the overall job satisfaction, 10 (33%) respondents rated 3 for the overall job satisfaction, 8 (27%) respondents rated 4 for the overall job satisfaction and 2 (7%) respondents rated highest of 5 for the overall job satisfaction. It can be understood from the above analysis majority of the employees rated average satisfaction with their job.

Findings

1. It is found that majority of the employees in the organisation are belongs to the age group of 20-30 years, so majority of employees in the organisation are young age group.
2. Majority of the respondents are satisfied with their job.
3. Most of the employees are happy towards the organisation working hours.
4. It is found that majority of employees are having friendly relationship with their co-workers.
5. All of the respondents said that the management is not conducting entertainment programmes to them.
6. Majority of the respondents not experienced stress during the working hours.
7. Majority of the employees are satisfied with the first aid facility in the company.
8. Majority of the respondents are satisfied with salary paid by the organisation.
9. Most of the employees are motivated by salary increase.
10. Majority of the respondents rated good for the increment given by the company.
11. Most of the respondents rated average (3/5) for overall satisfaction with job.

Suggestions

- According to Factories Act 1948, the health and safety of the workmen in the company should be given prior importance. Healthy employees can contribute maximum output which in turn can be seen through company's success.
- Organisation should hire more employees so that the work pressure of employees can be reduced.
- The company should provide information about the organisational activities. This would help the employees to understand the initiative better.
- Management should build a very good relation between the employees so there will be good understanding and increase the productivity.

- The company has to see whether the employees are satisfied with their work, salary, working condition etc. and corrective action must be taken to satisfy the needs of the employees.
- Company should conduct picnics, tours etc. to refresh the minds of the employees.
- Company should have festival celebration.
- Welfare facilities are considered as main aspect of employee's motivation in every company. Those facilities like Restrooms, Provident Fund and Employees State Insurance should be provide in order to motivate for better result among the workers.
- The standard of living of every human beings increases every year. The employees of company should be paid better salary in order to satisfy them and to meet their family needs.
- Management should concentrate on all the facilities provided by organisation because if employees are satisfied with the facilities provided by organisation, even their productivity increases and they don't try to find another job.

Conclusion

The employee job satisfaction is very important in organisation because employee's job satisfaction has positive impact on their performance. This study was conducted to find out the various factors affecting the job satisfaction of employees in Kakunje Plastipacks Pvt. Ltd. This study includes nature of work, employee's relationship with co-workers, welfare measures, salary, job security, motivational aspects, working hours, fringe benefits, safety measures these aspects leads to increase the level of job satisfaction in the organisation.

After conducting whole study on employee job satisfaction in Kakunje Plastipacks Pvt Ltd, certain conclusion has been drawn. The nature of work in the organisation is normal. In case of the relationship with the co-workers in the organisation is friendly. Welfare measures provided by the company are also satisfactory. About the financial aspects that are regarding salary and incentives, there has been good opinion because the salary package paid by company has made employees feel satisfied and happy. Then finally regarding motivational aspects, working hours, safety measures and other aspects at the employees there has been satisfactory results.

This idea is generally true the "Happy workers are more productive workers". It is important to recognise that true productive workers are likely to be happy workers or productivity leads to satisfaction.

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